

SPRING 2025 HIGHLIGHTS

Cohort Gathering for the Annual Spring Social, Hosted by Jeff Conte



SPRING 2025 HIGHLIGHTS

Cohort Gathering for the Annual Spring Social, Hosted by Jeff Conte (continued from Page 19)



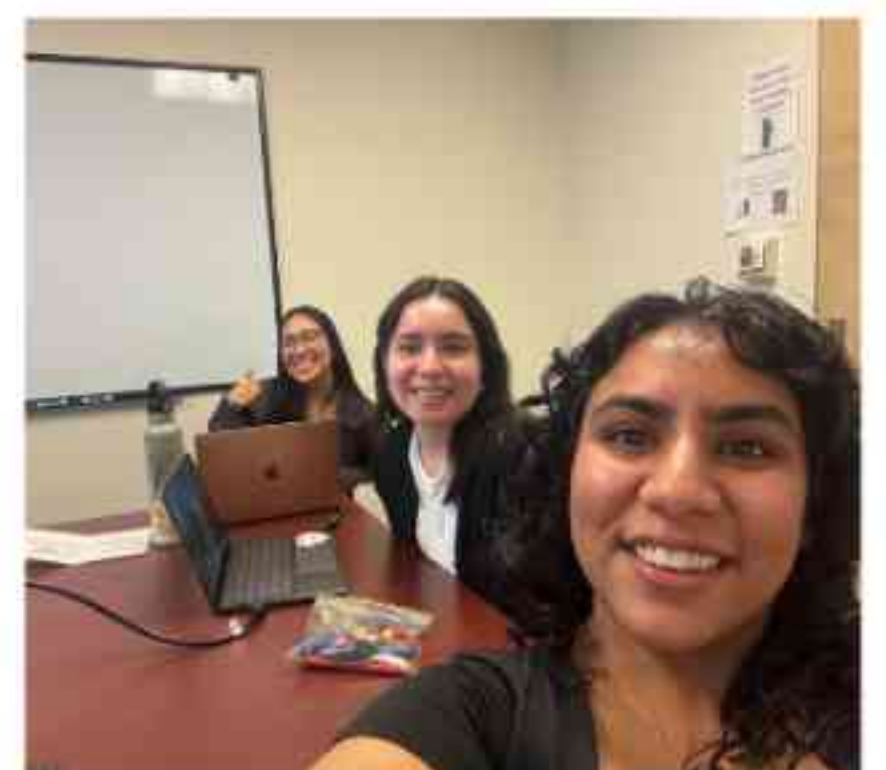
SPRING 2025 HIGHLIGHTS

Cohort Gathering for the Annual Spring Social, Hosted by Jeff Conte (continued from Page 20)



SPRING 2025 HIGHLIGHTS

***Selection System Proposal Presentations in PSY 721, Followed by Faculty-Hosted Lunch —
Special Thanks to Wiston, Lisa, Lacie, and Jeff?***



SPRING 2025 HIGHLIGHTS

Lab Outings: ConnectWell@Work Lab (top) and Personality Measurement Lab (Bottom) at Aztec Lanes



SPRING 2025 HIGHLIGHTS

Power Lab Highlights: From Pizza Parties (top), Power Naps (bottom left), and the Final Spring 2025 Lab Meeting (middle right) to Simran Serving as a Panelist at CSUSM's Grad School and Careers in Psychology Panel (middle left).



SIOP 2025 (Denver Edition)

With the Help of SDSU's Student Success Fee Academic Related Programs—and the Efforts of Rianna and the Team—12 Graduate and 8 Undergraduate Students Attended the SIOP 2025 Conference in Denver!



SIOP 2025 (Denver Edition)

SIOP 2025: From Travel Snapshots and ConnectWell @ Work Lab Reunion at SDSU @ SIOP Happy Hour to Poster Presentations by the Personality Measurement Lab



Using Personality Profiles in Predicting Job Performance: A Person-Centered Approach

BACKGROUND

- Traditional personality research may not capture personality as a whole.
- Person-centered approach may offer a more holistic approach.

METHOD

N=1021 police officers

Personality traits and Job Performance assessed

Person-centered approach using Latent Profile Analysis (LPA)

RESULTS

- 5 profile-solution emerged.
- Flexible, Overcontrolled, Resilient, Highly Overcontrolled, Highly Resilient.
- Resilient profile demonstrated higher job performance ratings compared to other profiles.

DISCUSSION

- The study adds to literature on person-centered approach.
- Offers researchers, hiring departments, and talent management teams understanding of a holistic approach to personality.

Person-centered approaches to personality can predict job performance and provide a more holistic approach.

Flexible Overcontrolled Resilient Highly Overcontrolled Highly Resilient

Extraversion Agreeableness Conscientiousness Openness Neuroticism

Overall Sample Means and Conditional Response Means (CRMs) as Z-scores for the 5-Profile Solution (n = 1021)

	X	S	A	C	O	N
Profile 1 (Flexible)	1.1	-1.81	-1.38	-1.38	1.25	1.0
Profile 2	1.09	-4.13	-4.13	-4.13	-4.13	-4.13
Profile 3 (Resilient)	1.0	0.0	0.0	0.0	0.0	0.0
Profile 4 (Highly Overcontrolled)	1.0	1.42	-0.87	-0.88	-1.76	-1.76
Profile 5 (Highly Resilient)	1.0	1.24	1.24	1.24	1.24	1.24

Note. n = sample size; S = Extraversion; A = Agreeableness; C = Conscientiousness; O = Openness; N = Neuroticism.

Comparison of Classes on Outcome of Interest using ANOVAs for the 5-Profile Solution

Note. Res() = Relations with Others

PRACTICAL IMPLICATIONS

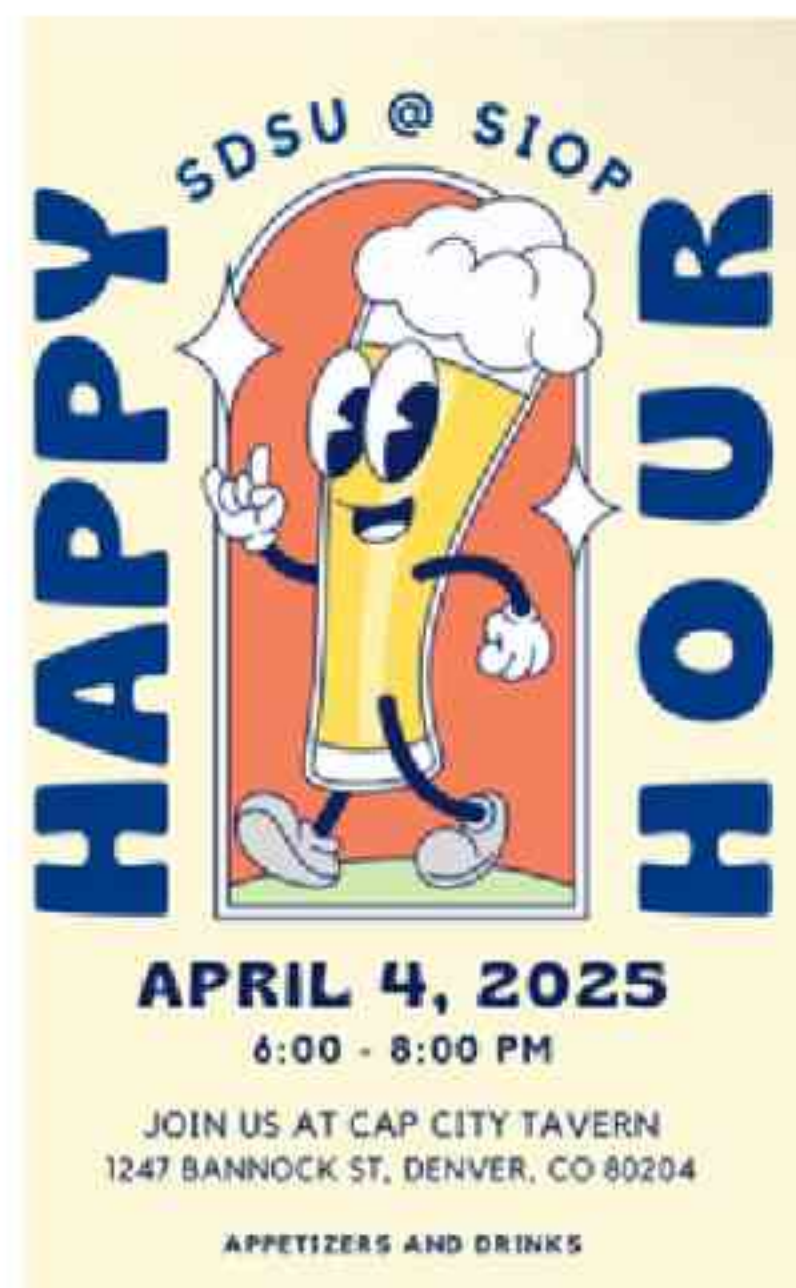
- Succession Planning:** Identifying Resilient individuals for leadership roles.
- Training:** Identifying Overcontrolled employees to strengthen interpersonal skills.
- Law Enforcement:** Identifying profiles in a group of applicants to determine future job performance.

Brianne Camacho

SDSU San Diego State University

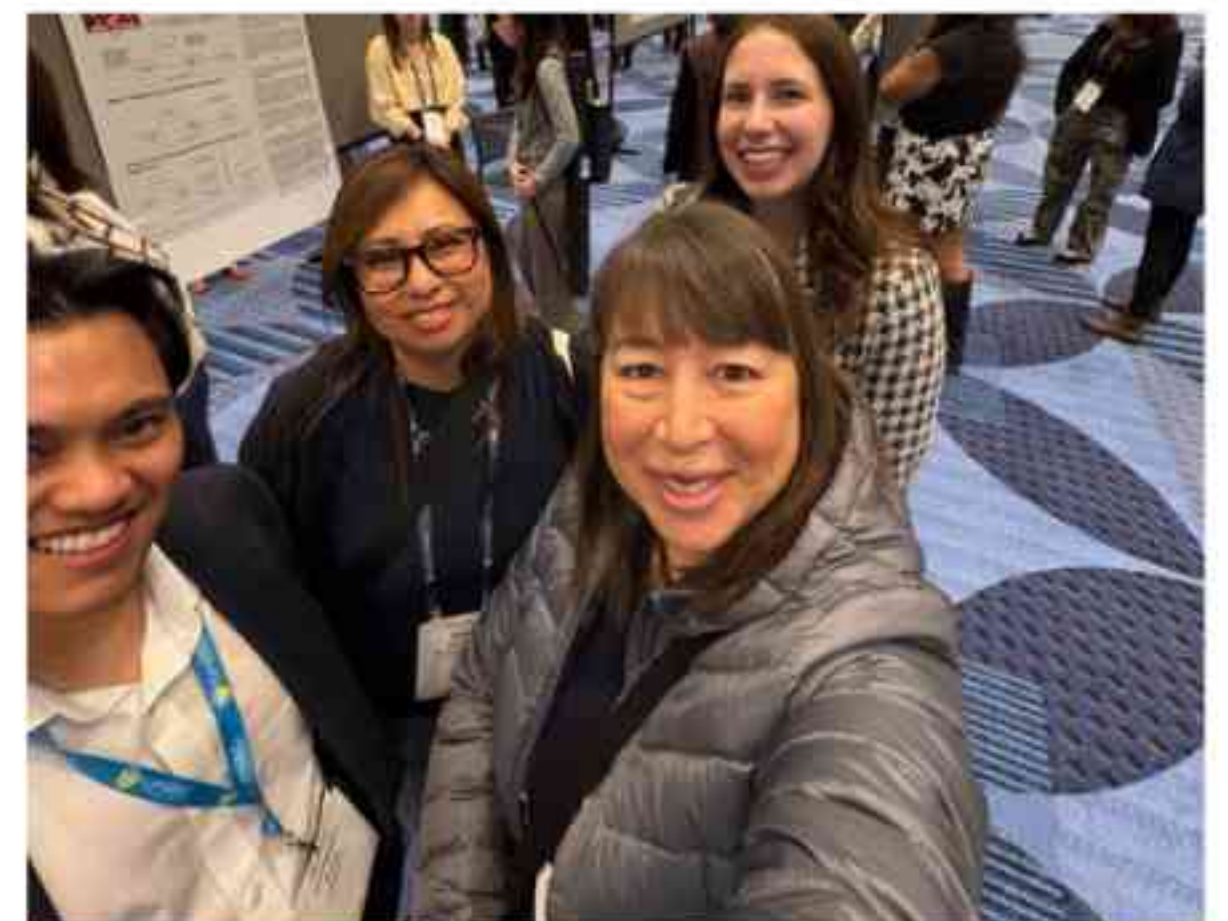
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SIOP 2025 Moments: Alumni Connections at SDSU @ SIOP Happy Hour, Community Building, and a Bit of Snow



SIOP 2025 (Denver Edition)

Dr. Lisa Kath continues her tradition of SIOP selfies - Denver Edition!



SIOP 2025 (Denver Edition)

SIOP 2025 Group Outing: Enjoying Food, Music, and Cliff Divers at the Legendary Casa Bonita!



SIOP 2025 (Denver Edition)

SIOP 2025 Group Outing: Enjoying Food, Music, and Cliff Divers at the Legendary Casa Bonita! (continued from Page 29)



SIOP 2025 (Denver Edition)

Wrapping Up SIOP 2025: From NBA Match to Unforgettable Celebrations of Second-Year Grads' Final Semester



SPRING 2025 HIGHLIGHTS

First-Year Grad Students Share Moments Beyond the Seminar Room!



SPRING 2025 HIGHLIGHTS

Celebrating the Return to In-Person Thesis Proposal and a Group Trip to Julian to celebrate Simran and Daniela's successful Thesis proposals!



SPRING 2025 HIGHLIGHTS

Welcoming Prospective Grads: Campus Visit for Admitted Students for Fall 2025!



SPRING 2025 HIGHLIGHTS

Snapshots of Success: Highlights from the 2025 Psychology Recognition Ceremony



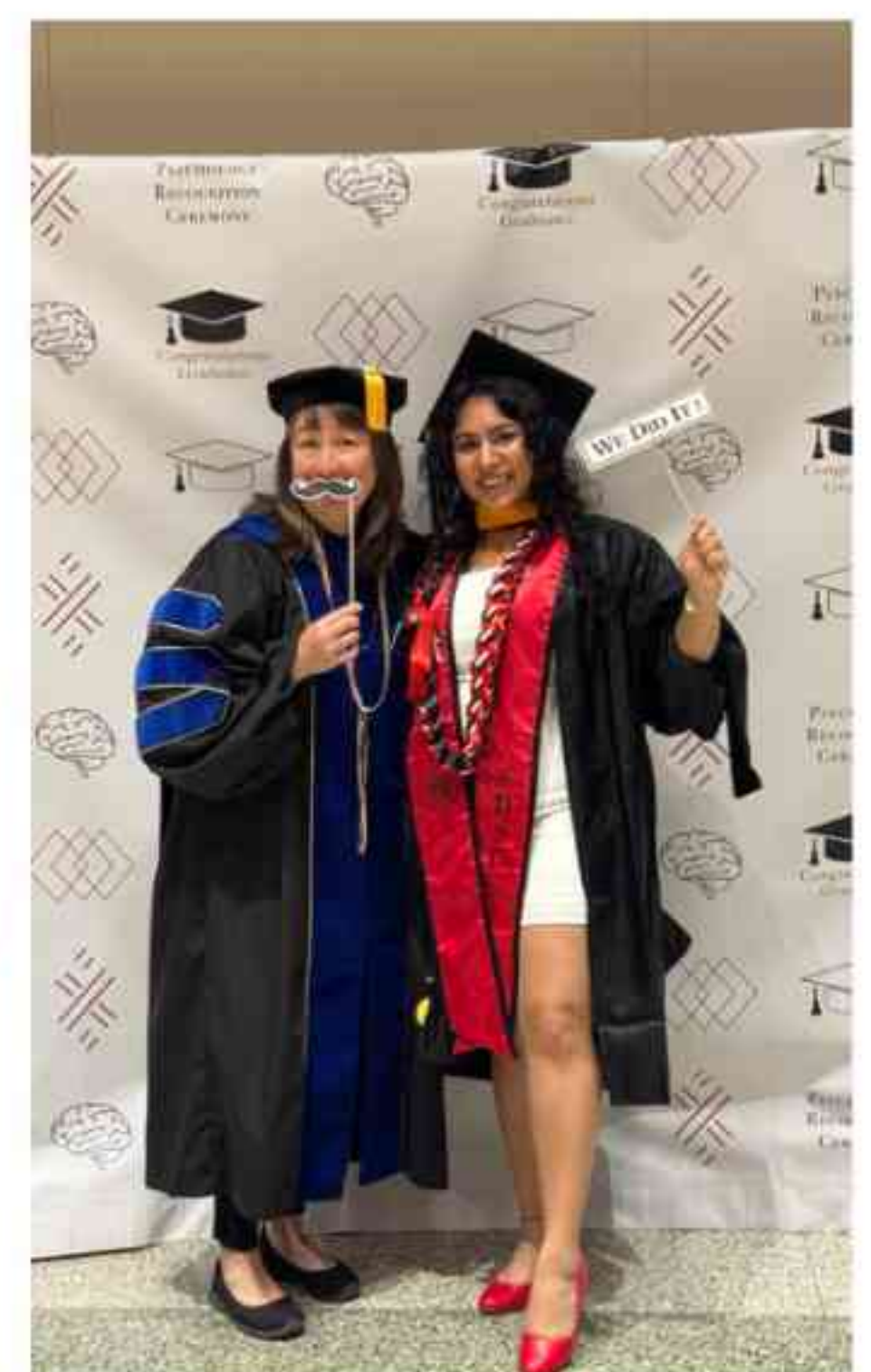
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Snapshots of Success: Highlights from the 2025 Psychology Recognition Ceremony (continued from Page 35)



SPRING 2025 HIGHLIGHTS

Snapshots of Success: Highlights from the 2025 Psychology Recognition Ceremony (continued from Page 36)



SPRING 2025 HIGHLIGHTS

Degrees in Hand, Bags Packed: How the Class of 2025 is Celebrating Graduation.



SPRING 2025 HIGHLIGHTS

Acknowledging the Team Behind This Edition



Meet the Magic Makers — Simran Bhatia, Maxwell Cain, Shreya Cho, Jeff Conte, and Lisa Kath — Celebrating the Team Behind This Spring Newsletter Edition